WIOA CORE MEASURES –
A PERFORMANCE ACCOUNTABILITY OVERVIEW

April 13, 2017

❖ Legislative Authority - Section 116 – Workforce Innovation and Opportunity Act (WIOA)

  ◆ Title I – Adult, Dislocated Worker, and Youth programs, administered by DOL;

  ◆ Title II – Adult Education and Family Literacy Act (AEFLA) program, administered by the ED;

  ◆ Title III – Employment Service program, authorized under the Wagner-Peyser Act, administered by DOL; and

  ◆ Title IV – Vocational Rehabilitation (VR) program, authorized under title I of the Rehabilitation Act of 1973, administered by ED.

WIOA performance accountability for the six joint indicators across the four core programs began on

July 1, 2016.

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WIOA's Six Core Indicators of Performance

1. **Employment Rate 2nd Quarter after Exit** (exit-based indicator)

   (Education/Employment for Youth)

2. **Employment Rate 4th Quarter after Exit** (exit-based indicator)

   (Education/Employment for Youth)

3. **Median Earnings in the 2nd Quarter after Exit** (exit-based indicator)

4. **Credential Attainment Rate*** (of those who received training or

   education, excluding OJT or Customized Training, up to 12 months after exit)

5. **Measureable Skills Gain*** (participant- and program year-based for 1 gain/person/participation period any in a program year counted)

6. **Effectiveness is Serving Employers** (annual, joint outcome)

   NOTE: *Wagner-Peyser is excluded from these two required performance measures.*

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WIOA Performance-Related Regulations

❖ **Performance regulations at 20 CFR Part 677, 34 CFR Part 361, and 34 CFR Part 463 include**:

◆ Definitions of terms

◆ Core indicators of performance (measures)

◆ State performance reports

◆ Levels of performance (negotiation of goals)

◆ Sanctions for failure to achieve adjusted levels of performance and/or failure to submit an annual report timely

◆ Local area performance (Title I programs)

◆ Eligible Training Provider (ETP) reporting (Title I programs)

TEGL 10-16
Contains Basic WIOA Performance Accountability Requirements

- Methodology for calculating the six primary indicators of performance for the core programs;

- Definitions of: (1) reportable individual, (2) participant, (3) exit, and (4) period of participation; and

- Guidance related to: (1) career services vs. training services, (2) core services, (3) incumbent worker training, and (4) indicator of performance score calculation.

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Calculating WIOA Performance Measures for the Core Indicators

Employment Rates 2ⁿᵈ & 4ᵗʰ Quarters after Exit
(for Title I Adults and Dislocated Workers, and Titles II-IV)

❖ **For Non-Youth**, it is the percentage of program participants who are in any unsubsidized employment during the second or fourth quarter after exit from the program.

❖ The Employment Rate 4ᵗʰ Quarter is <u>NOT</u> a retention measure – employment can be with any employer.

Counts and Exclusions

❖ Calculated for all participants who exit, regardless of their employment status at the time of application.

❖ All exiters without a valid exclusion entered before their exit date (or last date of service) are counted.

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Employment Rates 2ⁿᵈ & 4ᵗʰ Quarters after Exit (Education/Employment for Youth)

For Title I Youth, it is the percentage of Youth participants who are in education or training activities, or in unsubsidized employment, during the second or fourth quarter after exit.

❖ Youth employed *or* in occupational skills training (including advanced training) in the second or fourth quarter after the exit quarter counted as a success.

❖ Youth in AmeriCorps or Job Corps Programs in the second or fourth quarter after exit are counted as a success in the training portion of the indicator.

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Median Earnings
In the 2nd Quarter after Exit

❖ Median Earnings of participants who are in unsubsidized employment during the second quarter after exit from the program are reported instead of average earnings.

❖ "Median" – or the **mid-point** – reduces the influence of wage outliers, for example:

- ◆ $5,000; $5,000; $5,050; $6,000; $6,000 – median = $5,050 (average=$5,410)
- ◆ $4,900; $5,000; $6,000; $6,266 – median = $5,500 (average = $5,541)
- ◆ $5,000; $5,000; $6,000; $6,500, $150K – median = $6,000 (average=$34,500)

❖ Not included in the calculation for Median Earnings are participants who have exited, AND:
- ◆ They are not employed in the second quarter after exit,
- ◆ Their earnings information is not yet available,
- ◆ Any of the reasons allowable as exclusions apply to them, and/or
- ◆ They are in subsidized employment.

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Employment Rates and Earnings after Exit - Data Time Lag and Supplemental Data
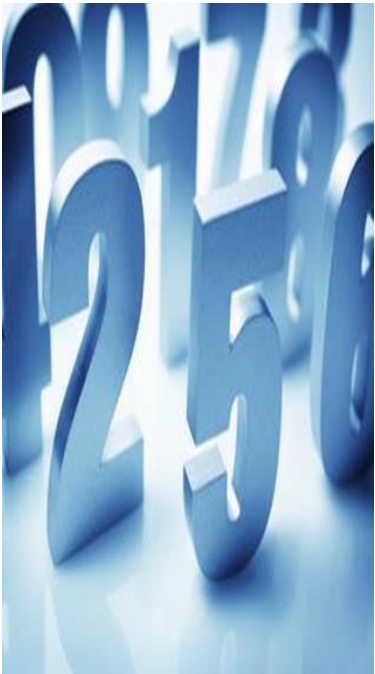
❖ There is a two-quarter time lag after the exit quarter built into the reporting times on exit-based measures to allow for participant follow up and direct UI quarterly wage record matching.

❖ After two quarters, if the information is still not available, wages for the Median Earnings in the 2nd Quarter will be converted to $0 permanently in the MIS, and will indicate that the participant was not employed for the Employment Rate 2nd Quarter After Exit indicator.

❖ **NOTE:** Supplemental wage/employment information collection during follow-up will be important, especially for participants without an SSN entered into the MIS.

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Employment/Earnings Outcome Information for Four Quarters Post-Exit

How Data is Matched

Employment/wage verification is through:

(1) **Direct UI wage record match**, Federal or military employment records, or

(2) **Supplemental information** for the second and fourth quarters after the exit quarter.

❖ The **UI quarterly wage record match** will pick up earnings/quarter and employment in a 2nd job.

❖ **Supplemental information on wages, employment status, the occupational code and any credential attained post-exit** should be gathered during follow-up with participants after they exit.

◆ **NOTE:** Staff should record the identifying source of information and maintain source documents on file for records retention.

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Credential Attainment Rate

The Credential Attainment Rate is the percentage of participants enrolled in an education or training program, excluding on the job training (OJT) and customized training, who attain a recognized postsecondary credential or secondary school diploma within 12 months (1 year) after program exit.

- ❖ The **denominator** only includes those who received training or education (excluding OJT or Customized Training).

- ❖ The **outcomes** include both secondary school diploma/ equivalent and postsecondary credentials.

- ❖ The **timeframe** a credential can be obtained is either during the program or within 12 months (1 year) following exit.

- ❖ **NOTE:** If a participant obtains a secondary school diploma or equivalent, in order to count in the measure, they must also be employed or in an education/training program leading to a postsecondary credential within 1 year after exit.

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Credential Attainment Rate, continued

❖**Title I Adult and Dislocated Workers**: Only individuals in training count in the indicator (which excludes OJT and customized training).

❖**Title I Youth**:

- ◆ **In-school Youth**: All ISY are included in the credential attainment indicator, since they are attending secondary or postsecondary school
- ◆ **Out-of-school Youth**: Only OSY who participate in one of the following are included in the credential attainment indicator:

  - ➢ The program element occupational skills training,
  - ➢ Secondary or postsecondary education during participation in the Title I Youth program,
  - ➢ Title II-funded adult education during participation in the Title I Youth program, and/or
  - ➢ YouthBuild or Job Corps during participation in the Title I Youth program.

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Postsecondary Credential Definition

❖ The credential must **recognize technological or industry/occupational skills** for a specific industry/occupation rather than general skills related to safety, hygiene, etc., even if general skills certificates are broadly required to qualify for entry-level employment or advancement in employment.

❖ The technical or industry/occupational skills certified must be **based on standards developed or endorsed by employers or industry associations**.

❖ It must be awarded in recognition of an individual's attainment of measurable technical or industry/occupational skills **necessary to obtain employment or advance within a specific industry/occupation**.

❖ **NOTE:** Neither certificates awarded by workforce development boards, general safety, first aid or food preparation certificates (such as OSHA), accessibility preparation, nor work readiness certificates are included, because they do not document measurable technical or industry/occupational skills for a specific industry or occupation.

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Calculating the Credential Attainment Rate

	Reporting of the Credential Attainment Rate	
Numerator:	Attainment of a postsecondary diploma or attainment of a secondary school diploma/recognized equivalent during participation or within one year after exit from the program. AND Employed or enrolled in an education or training program leading to a recognized postsecondary credential within one year following exit.	☐ Outcomes for Credential Attainment up to 12 months after exit. ☐ Exit details to be recorded - education status is essential ☐ Follow-up needs to be completed for 1 year to obtain adequate information along with the supplemental wage/employment and occupational coding of placement
Denominator:	Enrolled in a postsecondary education or secondary education program at or above the 9th grade level without a secondary school diploma or its equivalent. AND Exited.	☐ Services & training leading to a Credential ☐ School status is verified

Measureable Skills Gain

The Measureable Skills Gain is the percentage of participants who, during a program year, are in an education or training program that leads to a recognized postsecondary credential or employment, and who are achieving measurable skill gains, defined as documented academic, technical, occupational, or other forms of progress, towards such a credential or employment.

❖A skill gain can be achieved while still participating in the program – this is **not an exit-based measure**.

❖A participant may achieve more than one measurable skill gain prior to exit, but only one gain will be counted in the performance calculations. **Local areas should report all gains achieved**.

❖If a participant exits a program more than once in a program year and achieves a measurable skill gain prior to exiting each time, then that participant could achieve **one measurable skill gain per period of participation** in a program year.

  ❖**NOTE: Programs should NOT delay enrollment or services** to participants until a new program year, even if a program believes there is insufficient time for the participant to make any type of measurable skill gain by the end of that program year.

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Measureable Skills Gain, continued

❖ **Title I Adults & Dislocated Workers**:

◆ All participants who are in are in an education or training program that leads to a recognized postsecondary credential or employment are included. This includes all participants in work-based training.

❖ **Title I Youth**:

◆ The type of skill gain should be based on the youth's individual service strategy

  ◆ **In-School Youth**: All ISY are included in the measurable skill gains indicator, since they are attending secondary or postsecondary school.

  ◆ **Out-of-School Youth**: OSY who are in one of the following are included in the indicator:

    ➢ The program element occupational skills training,

    ➢ Secondary and postsecondary education during participation in the Title I Youth program,

    ➢ Title II-funded adult education during participation in the Title I Youth program,

    ➢ The YouthBuild or a Job Corps program during participation in the Title I Youth program.

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Calculating Measurable Skills Gains

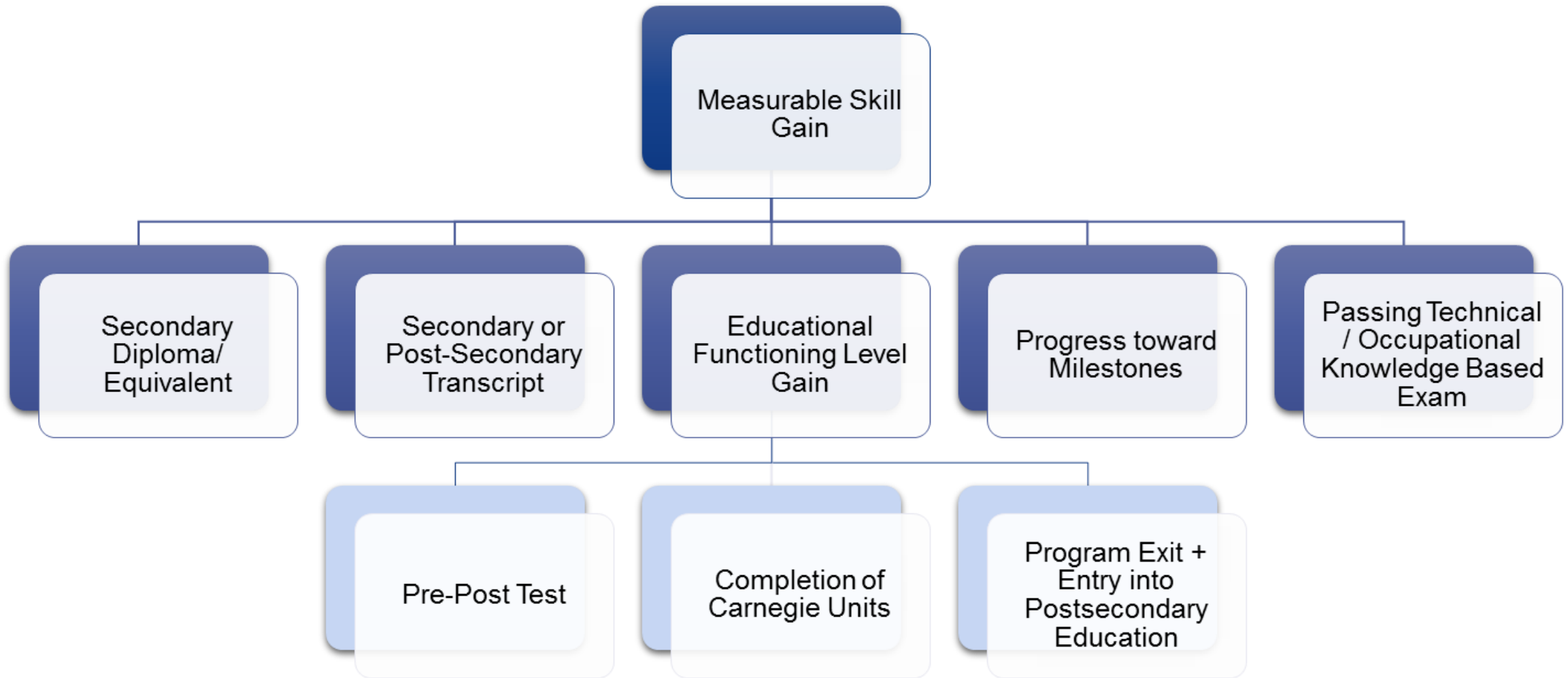|	Reporting of Measurable Skills Gain (MSG)	
Numerator:	Attainment of at least one type of measureable skill gain* *A participant may achieve more than one type of gain in a reporting period; however, only one gain per participant in a reporting period may be used to calculate success on the measurable skill gain indicator.	1. Educational Functioning Level 2. Secondary School Diploma/Recognized Equivalent 3. Secondary or Postsecondary Transcript/Report Card 4. Documented Milestones 5. Successful Passage of an Exam
Denominator:	Enrolled in an education or training program that leads to a recognized postsecondary credential or employment** **This includes participants that are currently enrolled during the reporting period or that have exited the program	Participant- and program year-based Counted for each participant/period of participation (POP) any in a program year.

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Types of Measureable Skill Gains

1. Educational functioning level
    - Documented achievement of a participant who is receiving academic instruction below the postsecondary level.

2. Attainment of secondary school diploma or its recognized equivalent

3. Secondary or postsecondary transcript or report card for a sufficient number of credit hours that meets states academic standards
    - **Secondary:** transcript or report card for 1 semester
    - **Postsecondary:** at least 12 hours per semester or, for part-time students, total of at least 12 hours over 2 completed consecutive semesters

4. Satisfactory or better progress on a report towards established milestones – must be measureable and documented

5. Successful passage of an exam that is required for a particular occupation or progress in attaining technical or occupational skills, as evidenced by trade-related benchmarks, such as knowledge-based exams

Five Types of Measurable Skills Gains

Documenting Progress for Types of Measurable Skill Gains

MSG Type 1: <u></u>**Educational Functioning Level**	**Numerator:**	☐ **Measurable Skill Gain through Pre- and Post-Testing, Unit Completion, Entry into PSE** ☐ **Upload Documentation**
	Denominator:	☐ English Language Learner OR ☐ Basic Skills Deficient/Low levels of Literacy AND ☐ Service & Training Leads to a Post-Secondary Credential PLUS ☐ School Status
MSG Type 2: <u></u>**Secondary School Diploma / Recognized Equivalent**	**Numerator:**	☐ **Also Outcome for Credential Attainment** ☐ **Upload Documentation**
	Denominator:	☐ Service & Training Leads to a Post-Secondary Credential PLUS ☐ School Status

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MSG Type 3: **Secondary or Postsecondary Transcript / Report Card**	**Numerator:**	☐ **Measurable Skill Gain** • **Secondary Transcript/Report Card** • **Post-Secondary Transcript/Report Card** ☐ **Upload Documentation**
	Denominator:	☐ Service & Training that Leads to a Post-Secondary Credential
MSG Type 4: **Training or Progress Milestone** **---** **MSG Type 5:** **Exam Passage**	**Numerator:**	☐ **Measurable Skill Gain** ☐ **Upload Documentation**
	Denominator:	☐ Service & Training • Any Training or Work Experience for Training Milestone • Leads to a Post-Secondary Credential

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Scenarios and Q&As
on Credentials and Skill Gains
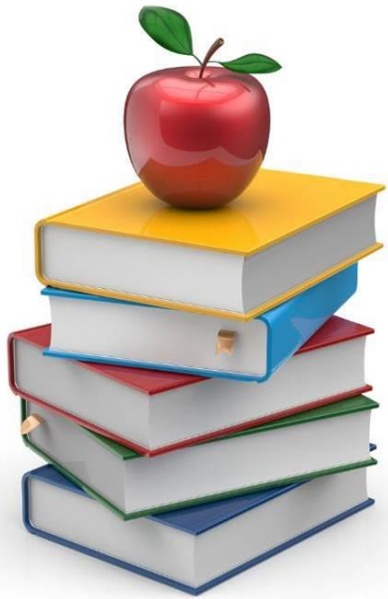
❖ More information on the Credential Attainment Rate and Measureable Skills Gain indicators, plus scenarios and Q&As, are available in the WIOA Wednesday Performance Accountability Hot Topics webinar at:

https://ion.workforcegps.org/sitecore/content/global/events/2016/12/14/12/38/WIOA-Wednesday-WIOA-Performance-Accountability-Hot-Topics

❖ An overview of WIOA performance reporting requirements and other resources are available at:

https://ion.workforcegps.org/resources/2016/10/12/11/21/Performance_Accountability

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Job/Education/Skill/Credential Outcomes – Supplemental Information to be Recorded

❖ Sources of data are administrative records, or manually recorded supplemental information documented in case files.

❖ Case managers should record and maintain documentation on the following prior to and during follow up:

➢ Type/date of each Measurable Skill Gain during participation and each Credential achieved up to 12 months after exit

➢ Employment and wages in the 2nd and 4th quarters after exit

➢ O*NET (SOC) Code – tells whether employment in 2nd quarter post-exit was related to training services provided by occupation

➢ Post-exit enrollment in post-secondary education/training

➢ Achievement of a diploma or equivalent, including those learned about through supplemental information during follow up after exit.
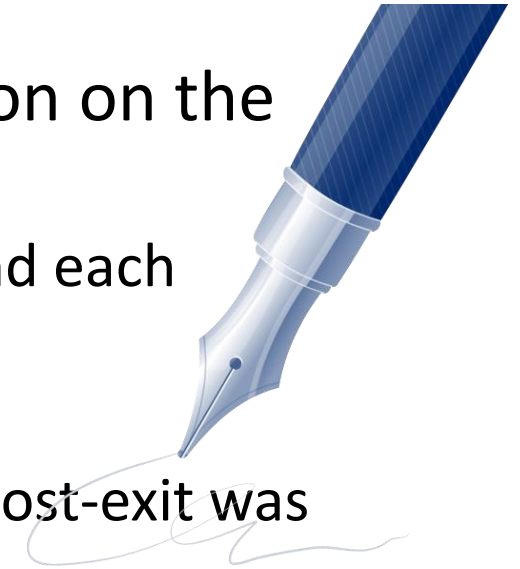
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Effectiveness in Serving Employers

❖ **States will report 2 of the 3 options during the PY16-PY17 pilot period.**

<u>Local areas should be capturing and recording data on business services now</u>.

1. **Retention with Same Employer in the 2nd and 4th Quarter after Exit**
   - ◆ This is a proxy retention measure looking at retention of WIOA-funded employees only of the company (not all employees).
   - ◆ It asks, are we providing employers with skilled workers?

2. **Employer Penetration Rate**
   - ◆ Looking at engagement with the employers in the state and local economy, this indicator asks: how many of those employers have we reached? What is the number of employers that we have: within the local area, within a local labor market? How many of those employers have we touched?

3. **Repeat Business Customer Rate**
   - ◆ This asks about success in serving especially small businesses. They may need our services more than a large business. The state looks at this over a 3-year period.
   - ◆ How many of those businesses come back for services? Did we provide trained and skilled employees that motivated a return customer? How many repeat customers do we have?

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Effectiveness in Serving Employers, continued

❖ Recognizing our businesses and our employer customer as part of the equation of helping people through our programs, **this indicator is shared indicator across all core programs**.

❖ One number will be averaged and **jointly reported by the state**. The state must decide which agency will report the number, or all programs must work together to determine the number and report the same number individually.

❖ Early coordination between core programs is highly encouraged on which approach will be used, **how to collect the data and calculate measure**.

❖ The results will be **reported in the annual WIOA report due October 15th**.

BUSINESS, INDUSTRY, AND KEY SECTOR INITIATIVES
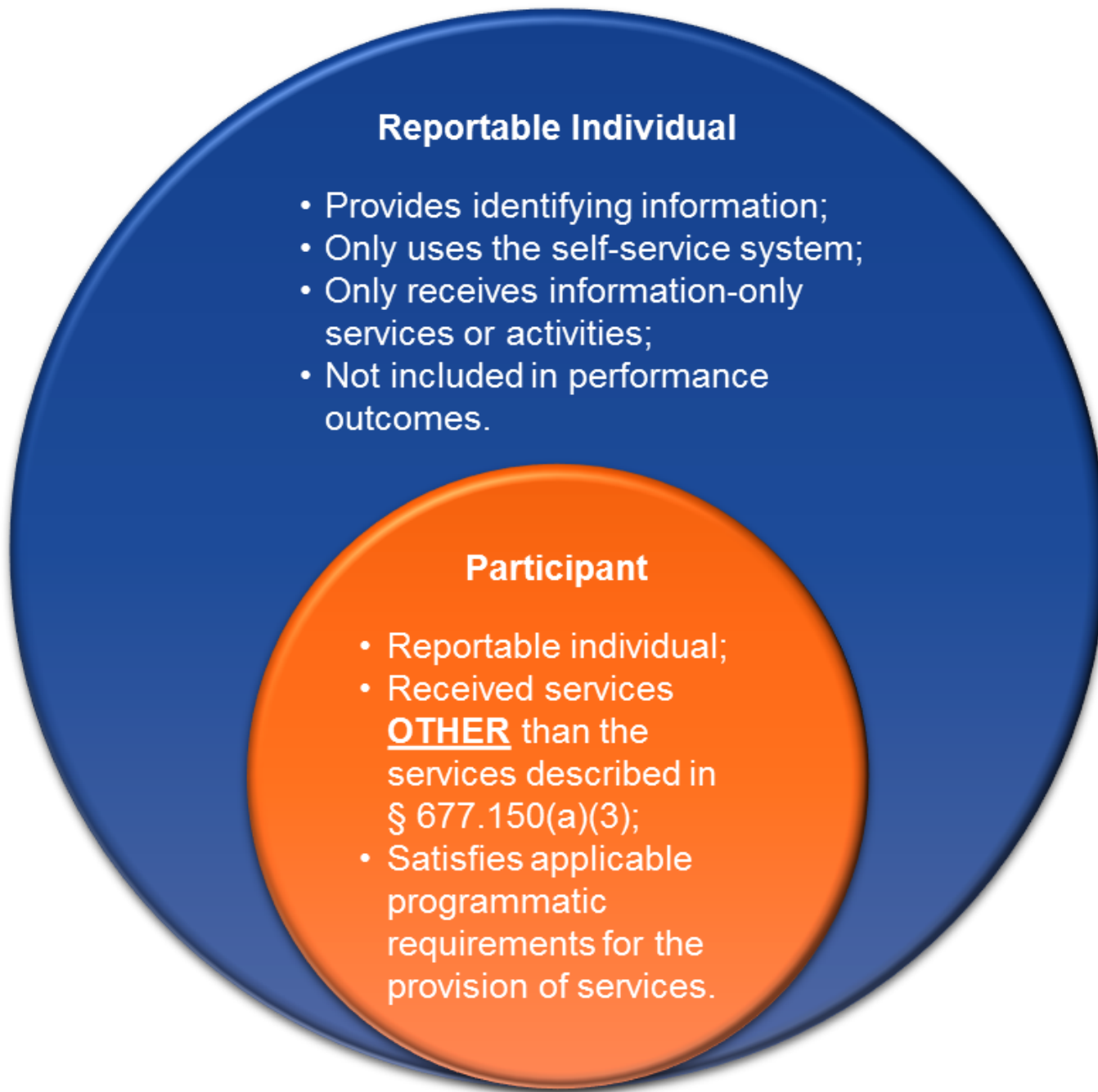
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Determining Participation Periods and Exit

Key Terms and Definitions in TEGLs 10-16 and 19-16

❖ Reportable Individual

❖ Self-Service & Information-Only Activities

❖ Participant

❖ Date of Participation, Period of Participation

❖ Qualifying Service

❖ Career Services & Training Services

❖ Date of Exit, Exit Quarter

❖ Common Exit

❖ Incumbent Worker Training under Title I – excluded from core performance indicators

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The Universe of Customers Reported

Reportable Individual

- Provides identifying information;
- Only uses the self-service system;
- Only receives information-only services or activities;
- Not included in performance outcomes.

Participant

- Reportable individual;
- Received services **OTHER** than the services described in § 677.150(a)(3);
- Satisfies applicable programmatic requirements for the provision of services.

❖ Date of First Qualifying Service - Local areas must track the Date of Participation by entering the qualifying service delivery date into the case management system.

❖ Date of Program Entry - This data element must be collected for ALL participants.

❖ Significant staff-assistance or an individualized service triggers participation.

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Reportable Individual Definition

A **Reportable Individual** is:

Any individual who has taken action that demonstrates an intent to use program services and who meets specific reporting criteria of the program, including:

- An individual who provides identifying information;
- An individual who only uses the self-service system; or
- An individual who only receives information-only services or activities.

Reportable Individuals are NOT included in performance calculations, but are reported for tracking purposes.

Reportable Individual Criteria

An individual is a **Reportable Individual**, when:

A staff member provides the individual with readily available information that does not require an assessment of the individual's:

- ❖ Skills,
- ❖ Education, or
- ❖ Career objectives.

This assessed need arises, because the individual is a recipient of information-only services or self-services.

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Wagner-Peyser Categories of Enrollment

❖ Under WIOA, job seekers in the labor exchange or job service are divided into two (2) identifiable categories, per 20 CFR 677.150:

➢ **Reportable Individuals** – Individuals who provide identifying information, but only use the self-service system and/or receive information-only services and/or activities (i.e. no assessed significant staff-assisted service); and

➢ **Participants** – Individuals who provide identifying information, AND who receive a service or services from staff beyond informational or self-services.

❖ **NOTE:** This is different than under WIA, where Total Participants were Job seekers who provided basic contact information (including a social security number or a system-generated unique identification number) and received any Wagner-Peyser employment service or services in a One-Stop Career Center, satellite center, a partner agency's physical location, or via the internet from a remote site.

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Definition of Adult and Dislocated Worker Participant

A **Title I Adult or Dislocated Worker participant** is a Reportable Individual who:

❖ Satisfies all applicable programmatic requirements for the provision of services, such as eligibility determination; and

❖ Has received a qualifying service, i.e. a service other than:

➢ Self-services

➢ Information-only services (which provide readily available information that does not require an assessment by a staff member of the individual's skills, education, or career objectives).

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Definition of Youth Participant

A **Title I Youth Participant**:

is a Reportable Individual who has satisfied all applicable program requirements for the provision of services, including, eligibility determination, an objective assessment, and development of an individual service strategy, and has received 1 of the 14 WIOA youth program elements.

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Period of Participation

❖**Date of Participation** – This is the date the eligible, reportable individual received the first qualifying service.

❖**Period of Participation** – For all indicators, a period of participation (POP) refers to the period of time beginning when an individual becomes a participant, and ending on the date of exit from the program, which is the last date of service.

❖**Multiple POPs** – A participant may have multiple periods of participation in a program year.

❖**Measurable Skills Gain Indicator** – This measure is POP-based, and program year (PY) based.

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Who is Included in Participation?

❖ All participants without a valid exclusion are included in the performance measures, except Incumbent Worker Training (IWT) participants.

❖ Valid exclusions are:

> ➤ Institutionalization / incarceration (criminal or health)
> ➤ Death
> ➤ Reserved forces called to active duty

❖ A health or medical condition expected to last more than 90 days causes the person to exit the program, since it precludes employment or continued participation in the program.

❖ A lack of a valid SSN no longer excludes participants.

> ➤ **NOTE:** An SSN is not required for participation, but without an SSN, case managers will need to collect employment, wage, and occupational information during follow up, because the state cannot perform UI wage record matching.

The Importance of Knowing Which Services Trigger Participation

❖Participation Level Services Chart, TEGL 10-16, Attachment 7:

   ❖https://wdr.doleta.gov/directives/attach/TEGL/TEGL_10-16_Attachment_7.pdf

❖ION's Technical Assistance Resources

   Understanding Reportable Individuals and Participants for Performance – A Guide to Reporting:

   https://ion.workforcegps.org/resources/2017/02/22/07/41/Understanding-Reportable-Individuals-and-Participants-for-Performance-A-Guide-to-Reporting-Services

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Calculating Exit

❖ The **exit date** is the last date of service – this is the last date the individual received a qualifying service.

❖ An exit must occur, when a participant has not received any qualifying service for **90 days,** and there are no future, planned services recorded (no planned gap).

❖ Services not extending exit are:
  ➢ Self-services,
  ➢ Information-only services, or
  ➢ Follow-up activities.

❖ If future services are scheduled in the OSL system, a planned gap is acceptable. Individuals may resume services, when they are available. Scheduled future services should not exceed 90 days except in rare, unusual circumstances.

❖ Each individual will be counted in the performance measures as often as they exit in each program year – i.e., for each POP.

Common Exit

Common Exit occurs when:

A participant, enrolled in multiple partner programs, has not received services from any DOL-administered program in which the participant is enrolled, to which the common exit policy applies, for at least 90 days, and no future services are planned.

If the state continues or adopts a common exit policy, then **both Titles I (all Adult, Dislocated Worker AND Youth) and Titles III (Wagner-Peyser/Employment Services)** must be included fully in the common exit 90-day calculation, although other DOL partner programs are encouraged to be included, such as:

- o TAA
- o NDWG
- o JVSG
- o SCSEP
- o INAP
- o NFJP
- o REO
- o Job Corps
- o YouthBuild

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An Example of Multiple POPs and Exit Quarters

Note:
The exit quarter is the calendar quarter in which the exit date falls. See exit scenarios at: **https://ina.workforcegps.org/resources/2017/02/24/16/11/WIOA-Common-Performance-Measures-January-2017**.

For example:

The State must report whether a participant who exits in November was employed in the second (ending June 30th) and fourth (ending December 31st) quarters following this exit. If this individual re-enters the program, becomes a participant and exits in the same program year, the State must report the same post-exit data elements after the second exit during the same program year. The State would follow-up again with the participant to determine employment in the second and fourth quarters following the second exit (or to determine employment/education/training for Youth participants).

Data Availability and Performance Levels

Data Availability in Federal Reports

*This information is based on only those Exiters who complete their program on, or after July 1, 2016.

ANNUAL REPORT PROGRAM YEAR & REPORT DELIVERY DATE				
PY 2016 Oct 2017	PY 2017 Oct 2018	PY 2018 Oct 2019	PY 2019 Oct 2020	PY 2020 Oct 2021
% Of Data Available on Report Delivery Date*				

Performance Indicators

	PY 2016 Oct 2017	PY 2017 Oct 2018	PY 2018 Oct 2019	PY 2019 Oct 2020	PY 2020 Oct 2021
Employment Rate Second Quarter After Exit	0%	100%	100%	100%	100%
Employment Rate Fourth Quarter After Exit	0%	50%	100%	100%	100%
Median Earnings Second Quarter After Exit	0%	100%	100%	100%	100%
Credential Attainment Rate	0%	50%	100%	100%	100%
Measurable Skill Gains	100%	100%	100%	100%	100%
Effectiveness in Serving Employers (If based on 4th quarter retention)	0%	50%	100%	100%	100%

First year of "full" WIOA data

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Sanctions for Failure to Meet Performance Requirements

❖ Financial sanctions based on **failure to meet adjusted goals** will be applied to states if, for 2 consecutive years, the state does not meet:

  (1) 90 percent of the overall State program score for the same core program;

  (2) 90 percent of the overall State indicator score for the same primary indicator; or

  (3) 50 percent of the same indicator score for the same program.

❖ **Failure of the state to submit the WIOA annual report** by the October 15th deadline, and/or the state Eligible Training Provider (ETP) report, may also lead to a financial sanction for the state.

❖ Except for the timeliness of the annual report, determination of sanctions will be "phased in," based on data availability due to the time lags.

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Sanctions Matrix

Indicator/Program	Title II Adult Education	Title IV Rehabilitative Services	Title I Adults	Title I Dislocated Workers	Title I Youth	Title III Wagner - Peyser	Average Indicator Score
Employment 2nd Quarter After Exit							1
Employment 4th Quarter After Exit							2
Median Earnings 2nd Quarter After Exit							3
Credential Attainment Rate						▨	4
Measurable Skill Gains						▨	5
Effectiveness in Serving Employers							6
Average Program Score	7	8	9	10	11	12	-

Per the WOIA statute, states may receive a sanction for:

- Late filing of their annual performance report, OR
- Any one of three scores in the sanctions matrix.

Participant Characteristics and Data Recording

Participant Information Data Collection

- SSN
- Date of Birth
- Sex
- Race
- Ethnicity
- Eligible Veteran Status
- Individual with a Disability
- Incumbent Worker

- Unemployed individuals
- Employment & Educational Status at Participation
- Date of Participation
- Date of Exit
- Exclusion Reason (if any)
- Service Types
- Eligible Training Provider & Program of Study (if in training)

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Priority of Service – WIOA's Focus on Serving the At-Risk with Barriers to Employment

- Veterans
- Individuals with disabilities
- English language learners, low levels of literacy, or facing substantial cultural barriers
- Low-income individuals
- Native Americans
- Displaced homemakers
- Older individuals
- Homeless individuals

- Ex-offenders
- Eligible migrant and seasonal farmworkers
- Current or former foster care youth
- Exhausting TANF within 2 years
- SSDI, SNAP and other welfare recipients
- Single parents (including single pregnant women)
- Long-term unemployed individuals

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Performance Guidance References

➤ TEGL 10-16 – WIOA Performance Accountability: https://wdr.doleta.gov/directives/corr_doc.cfm?DOCN=8226

➤ TEGL 3-15 – WIOA Transition Guidance: https://wdr.doleta.gov/directives/corr_doc.cfm?DOCN=7953

➤ TEGL 22-15 – Data Validation and Source Documentation: https://wdr.doleta.gov/directives/corr_doc.cfm?DOCN=3959

➤ TEN 8-16 – Integrated Reporting for Multiple Programs and VETS: https://wdr.doleta.gov/directives/corr_doc.cfm?DOCN=5317

➤ TEGL 19-16 – WIOA Adult and Dislocated Worker Program and Wagner-Peyser Employment Services: https://wdr.doleta.gov/directives/corr_doc.cfm?DOCN=3851

➤ Youth Program Transition Guidance (3 TEGLs): https://youth.workforcegps.org/resources/2017/03/22/09/55/WIOA-Youth-Program-Resources-Page

Resources

- Employment and Training Administration:
  - ❖ ETAperforms@dol.gov
  - ❖ www.doleta.gov/performance
  - ❖ www.doleta.gov/wioa

- ION Performance Accountability and Hot Topics (Credentials and Skill Gains):
  - ❖ https://ion.workforcegps.org/resources/2016/10/12/11/21/Performance_Accountability
  - ❖ https://ion.workforcegps.org/resources/2016/12/14/14/14/Performance_Hot_Topics

- ION Guide to Reporting, Understanding Services and Youth Components:
  - ❖ https://ion.workforcegps.org/resources/2017/02/22/07/41/Understanding-Reportable-Individuals-and-Participants-for-Performance-A-Guide-to-Reporting-Services
  - ❖ https://youth.workforcegps.org/resources/2017/01/19/13/56/WIOA-Youth-Program-Element-Resources

OKLAHOMA WORKS

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